

COUNTY NEWS



PUBLISHED FOR EMPLOYEES OF THE COUNTY OF SAN DIEGO

March 2002

Future Workforce Gets Early Start Through Student Worker Program

Building a career while growing potential talent. That's the win-win result achieved through the County's student worker program.

Students from high school through graduate school are given the opportunity to work on projects or learn skills that will help them with their future career. They can work up to 20 hours a week during the school year, and longer on school breaks.

"It allows them to get a real, hands-on idea of what it's like to work for a government office," said Hugo Martinez, the Human Resources Analyst who oversees the program.

The County benefits as well.

"When [the students] finish their education, they consider a career with the County," Martinez said. "They see it's a good place to work."

"[The County's] getting someone who's ready to work, educated and already knows the County structure," said Patrick Giannetto, a former student worker.



(continued on page 2)

PSG Focuses on Youth Development

The Public Safety Group (PSG) is putting a new spin on an old program, helping its departments and students alike.

PSG's executive office has dedicated funding for 21 paid student workers as part of its diversity program—positions above and beyond what departments may have budgeted on their own. The PSG program doesn't necessarily look for the "A" students, but rather those who really need the motivation or the income. Students are matched as closely as possible with opportunities that mirror their interest or major.

"We're looking more toward how this benefits the youth, rather than how it fills the needs in the PSG departments," said Leslie Luke, the group's diversity coordinator.

This student worker program is also unique in that it caters to more than the traditional workforce—it hires CalWORKS participants who are honing the skills they need to go from welfare to work.

"It gives them a chance to practice what they're learning," said Hugo Martinez, who coordinates the County's student worker program. "Nobody else has tried this."

The Public Safety Group was recently recognized by the San Diego Workforce Partnership for its outstanding program, particularly for its commitment to giving students the opportunity to job shadow staff during the school year and come in as paid student workers during the summer.

PSG Student Worker Norma Lozoya reviews a case with her supervisor, Carlos Vasquez. Lozoya works as an investigative intern for the Public Defender's Office while studying political science at USD. She hopes to get a job with the County upon graduation in May.

Doing our Part to Make San Diego a Better Place

County Rolls into 18th Annual Blood Drive

Get ready to roll up your sleeves—it's that time of year again! The 18th Annual San Diego County Employee's Blood Drive starts next month.

For the past 17 years, the County of San Diego has supported the San Diego Blood Bank by holding annual blood drives each spring. Last year, 946 County employees participated and 719 life-saving blood donations were made.

To help exceed that total, County coordinators are encouraging all past donors to sign up someone new. From April 2 to April 25, employees will have the opportunity to donate at 15 blood drives at County offices.

The County of San Diego is part of CAN, the San Diego

(both stories continued on page 4)

Support of Healthy Babies Walks On

County employees will be lacing up their sneakers once again in support of WalkAmerica on April 27 and 28, an annual event to raise money for the local March of Dimes.

Led by Alex Martinez of the Community Services Group, the County's goal is to raise \$40,000 for the organization whose mission is to improve the health of babies by preventing birth defects and lowering infant mortality.

There's a high-tech twist to this year's fundraiser. The County has been selected to participate in an online registration program—meaning volunteers can cyber-solicit for supporters.

NewsBriefs

Conversant Club Toasts 30 Years

It may not be the only Toastmasters Club that caters to County employees, but the County Operations (Co-Op) Toastmasters boasts an accomplishment that none of the others can rival: it's been around for 30 years.

February marked the 30th anniversary of the club that has consistently met at noon. Guests are invited to join them any time; they meet on Tuesdays in Building 2, Room 110 (Real Property conference room), 5555 Overland Ave. For more information, contact Paul Emus at (858) 694-2013 or check out page 6 of the online version of County News.

Meet the County's Youngest Department

The Department of Child Support Services has been on its own for five months now, but many County employees still don't know what they do or where they came from. Once a part of the District Attorney's office, Child Support Services is charged with making sure children receive the child support to which they are entitled. Last fiscal year, the County collected \$144 million from non-custodial parents and gave it to the custodial parents.

The department is eager to acquaint itself with other County offices and share information on how to access services. To schedule a workplace presentation, call (619) 578-6635.

Singing for the Children

The Polinsky Children's Center is one of the beneficiaries of the upcoming Festival Amen 2002 on March 16 hosted by the RB Chorale. The festival is to "unite the community in an ecumenical evening of song" featuring choirs from churches and synagogues around San Diego County. The event is being held at Golden Hall, downtown, and starts at 7 p.m. For more information, go to www.rbchorale.org or call (858) 558-2139.

Student Workers

(continued from page 1)

When Giannetto started as a student worker in 1990, a career with the County wasn't his goal. He was filling internship hours required for his Ph.D. in Industrial Organizational Psychology. But the County afforded him the opportunity to complete his dissertation, gain valuable experience and maintain a flexible work schedule.

Giannetto's now a Senior Personnel Research Psychologist with Human Resources and will celebrate 10 years as a full-time employee this December. It's now his turn to use student workers on special projects, including developing surveys, collecting data and analyzing results.

There are more than 600 students workers employed throughout the County. There are three classifications—high school, undergraduate, and post graduate—with pay ranging from \$9.26 to \$15.68 depending on number of units completed.



In Walt's Words

County Stands Out in National Study

We've known it for years, and now everyone else knows it, too—San Diego County is one of the best-run local governments in the entire country.

You don't have to take my word for it, just look at the study recently released by Syracuse University and Governing Magazine.

These prestigious organizations closely scrutinized the operations of the 40 largest counties in the United States over a period of nine months. Researchers and journalists pored over records and conducted many interviews. They rated the counties in five categories: financial management, capital management, human resources, managing for results, and information technology.

The overall B+ grade we earned was topped by only two other counties in the entire nation—Maricopa County, Ariz., and Fairfax County, Va. Baltimore County, Md., also scored a B+.

This is a major achievement, and all of you deserve credit, along with the leadership of the Board of Supervisors and our management team. This is an honor that we all earned, and I congratulate you. Every day of the year, you are the best at serving the public and improving the quality of life for residents of San Diego County.

Here's what the study's authors had to say: "As much as any county in the country, San Diego County has taken advantage of hard times and bad luck to redirect and revitalize its government. Like the rest of the state, it was hard-hit by tax-cutting Proposition 13, and then by the economic recession of the early 1990s. But it has used these problems as a spur to managerial creativity that has had a profound effect on its 17,000 employees and its \$3.7 billion budget."

If you want to read about the study for yourself, visit the university Web site at www.maxwell.syr.edu/gpp, or www.governing.com.

As you've probably seen on the news, the state's budget outlook for the next year is uncertain, which could translate into reduced revenues for cities and counties. But I am extremely confident that due to our fiscal discipline and the hard work of every employee, we are in the best shape of any county in the state of California to weather any financial squalls. I believe that even if times do get tough, Team San Diego County will make it through the difficult period while continuing to provide exemplary service to the citizens who depend on us.

As the Syracuse study shows, when we work together we can accomplish great things. Thanks again!

Walt Ekard
Chief Administrative Officer

The Supervisor's View



By Supervisor Bill Horn

Part of an ongoing series by the Board of Supervisors.

Congratulations to all 17,000+ County employees. Because of the job you do, San Diego County was named by *Governing Magazine*, a national publication, as the best-managed County in California and the third best in the nation! Seven years ago our County was on the verge of bankruptcy, but with common sense and fiscal responsibility, we've worked to turn a mess into a model.

We face numerous challenges. Expected budget cuts from Governor Davis loom like a blanket of fog off our coast. We work to be ready.

We found a way to turn \$480 million in tobacco settlement money into a guaranteed funding stream. All of that money will go for improved health care and emergency services. A newspaper editorial called it "good government."

While budgets and Board meetings consume much of our time, we all must remember the people we serve. I'm proud of how our Health and Human Services Agency has responded in caring for at-risk children. For instance, in the North County we've seen the number of foster children placed at the Polinsky Children's Center cut by nearly 70 percent. Last year,

341 children were assessed and housed near their families, schools and communities. The result: fewer traumas for these already battle-scarred children.

At my State of North County Address, I mentioned how faith was part of the mission of the first San Diego Padres. It has long been my goal to have faith-based organizations working with County social service programs. In January I was pleased to see the Health and Human Services Agency's Oceanside office establish *Faith Initiative*. Six regional coordinators are working with the local faith community to develop social service programs close to home.

I call service to the people, "Mission Possible." Each one of you makes our mission possible and for that, I salute you.

Ver•ba•tim

Letters from satisfied customers served by County employees.

Candy Bonner, Martha Preciado, Mary Hall, Maria Carle and Mike Brown (Potrero Library) received rave reviews from a self-proclaimed library addict.

"Their love of their library and the work they do is obvious. These individuals work well together and make every effort to enhance the knowledge provided by the school system."

Esperanza Salcido (Assessor/Recorder/Clerk) made a lasting impression on a frustrated customer.

"I really appreciated her kindness as it changed my entire impression of County employees."

Jackie Serrano (Assessor/Recorder/Clerk) was thanked for her great customer service and professionalism in coming to the aid of a homeowner trying to sort out a confusing matter.

"Within two days Jackie was able to solve a problem that over several weeks all I was able to find out was it would take 10 to 12 weeks to get an answer."

Sue Hodom (HHSA, Child Protective Services) was called a "special employee" by a family that she met while working on a case.

"As soon as I met with Sue in our home, I felt confident that whatever the outcome, Sue had done her very best for our family and went the extra mile for the love and care of the welfare of a family and a child."

Sharon Olsen (HHSA) was praised for her friendly attitude and dedication to customer service after helping a woman who was caring for her nieces obtain an emergency appointment for CalWORKS.

"The actions of Ms. Olsen helped to save this placement for the children. Her flexibility and availability also potentially saved the County thousands of dollars in additional placement and court costs."

Anne Schwartz (Auditor & Controller) was thanked for a quick response to a customer who had questions about his property tax bill.

"I am always quick to address poor customer service, but I also try to be just as quick to address superb customer service and would like others to know you are superb!"

Linda Jordan (Assessor/Recorder/Clerk) delighted a customer who called the County to get help.

"I was pleased to reach a real person who could help me and answer my questions, which she did with efficiency, friendliness and a real desire to provide service."

Patricia Hecht (Assessor/Recorder/Clerk) was credited for providing "superior assistance that is unheard of in government circles."

"This lady is the soul of efficiency whose consideration is surpassed only by her tact."

Alyce Crider (HHSA, Public Health) was credited for helping a family through a very tough time after their adoptive daughter was diagnosed with tuberculosis.

"Alice's support and help made a very stressful time much easier to handle. She was always very professional, supportive and knowledgeable."

Mike Flanagan (General Services) was thanked for his excellent work in getting a right-of-way certified for a road improvement project.

"This was done in a short time and allowed us to start construction as scheduled."

Jim Pierce (Environmental Health) was praised for always being willing to go the extra mile.

"It is nice to find someone who truly understands their field of work and is willing to pass on their years of experience to us amateurs."

Evelyn Lam, Steve Barard, Frank Galang, Adair Gomez, and Raul Ibanez (Clerk of the Board) were acknowledged for assisting a Santee resident with a lengthy attempt to locate vital records.

"I just want to praise the tireless dedication and efforts of these employees to serve their public with a cheerful and helpful attitude."

March of Dimes

(continued from page 1)

Instead of picking up an entry form and walking around to sign up sponsors, participants can create their own Web pages. These pages are set up to include a photo, a brief description of why they're walking, a tally of where they are on their fundraising goal, a link for online donations and a comment section for their donors to cheer them on.

The annual walk is just one part of the County's support. Dedicated volunteers work from December through May to raise money through a variety of events, from Beannie Baby sales to purchasing paper sneakers to hang on office walls.

The March of Dimes' lifesaving research means hope for 45,000 babies born too soon each year, and for the 150,000 babies born each year with disabling or fatal birth defects. Advocacy efforts enable more parents to get healthcare for their children and educational campaigns teach women and men the steps they can take to have a healthy baby.

WalkAmerica is actually two walks: one on Saturday, April 27 for folks who want to hike through Legoland in North County, and one on Sunday, April 28 through Balboa Park. For more information, contact your department's March of Dimes coordinator or call Ron Kelley at (619) 531-5287.

Blood Drive

(continued from page 1)

Blood Bank's Community Action Network. CAN is a group of local organizations that pledge to step up the plate when called upon, spread the word about blood donations in times of crisis, and support the San Diego Blood Bank.

This April, County employees CAN make a difference through the 18th Annual San Diego County Employee Blood Drive. Complete blood drive information will be posted in work areas throughout the County. Blood drive information is also available on the online version of County News (under "Media & Public Relations" on the County's Intranet and Internet Web sites) or by calling Yolanda Valdez at (619) 338-2510.

County News is published for the 17,000 employees of the County of San Diego.

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Pam Slater, District 3
Ron Roberts, District 4
Bill Horn, District 5

Chief Administrative Officer

Walter F. Ekard

This information is available upon request in alternative formats for persons with disabilities.



EDITORIAL STAFF

Rene Quaresma, Editor

County News is available online at www.co.san-diego.ca.us/dmpr (click on "News Center") or via the County's Intranet at cww/mp

To contact County News:
Phone: (619) 595-4632
Fax: (619) 595-4664
E-mail: rcarmich@co.san-diego.ca.us
Mail: MS A-359
1600 Pacific Highway, Room 208
San Diego, CA 92101

Volume 24, No. 3 March 2002

NewsMakersNewsMakers

Charlie Nares was appointed Deputy Director of Human Resources. Nares, who has worked for the County for almost 25 years, was most recently manager of DHR's Risk Management Division.

OAC Offices Enthusiastic About New Location

Until this past fall, the Office of AIDS Coordination (OAC) was a somewhat misleading title for this division of the Health and Human Services Agency. Spread out in three different locations, it should have been called the *Offices* of AIDS Coordination.

But with a move to Hillcrest in September, the consolidation has made it easier for staff to work with each other and the community.

The most significant impact has been on the office's HIV testing and counseling program. According to OAC Chief Terry Cunningham, the County is the main provider of these services. The new site is more accessible to the public and close to bus lines.

The OAC also functions as a clearinghouse for federal and state dollars destined to help community programs that focus on care and treatment for people with HIV and AIDS, as well as prevention. The office provides case management services for people with HIV and AIDS, as well.

The challenges of the job are many. For one, while AIDS is no less deadly, the spotlight that shone on the disease in the past has dimmed.

"There isn't that face to AIDS that we've had before," Cunningham said in reference to the attention given when basketball star Magic Johnson announced he was HIV positive. "Now terrorism and bioterrorism are on the lips of everyone—as it should be—but we can't neglect what is needed in other areas."

Because the focus has shifted, Cunningham worries that kids today are at a greater risk than ever.

"They haven't seen the devastation of the disease that there was previously, before the new therapies," he said.

But that doesn't mean the OAC has let up in their diligence. The office currently oversees 75 contracts with 35 community organization that are set up through an extensive community planning process that Cunningham calls "time consuming, but it gets us where we need to be and where the money needs to be."

"This will be my 20th year working with AIDS," Cunningham said. "I never, never thought this disease would last this long."



COUNTY NEWS *Extra*

Service Awards

Congratulations to County employees reaching the following milestones March:

35 years

Margaret O. Delano (HHSA)
Toby K. Roberts (HHSA)

30 years

Felix A. Bustamante (Sheriff)
James S. Cavey (Probation)
Mary E. Espinoza (Probation)
Maureen A. Gallaher (Probation)
Teresa A. Gersch (Sheriff)
Charles M. Kett (Sheriff)
James M. Marmack (Sheriff)
James R. Jones (Probation)
Carolyn R. Brain (Library)
Pedro O. Carrasco (General Services)
Diana K. Francis (HHSA)
Donna L. Lane (HHSA)
Rodney D. Nelson (HHSA)
Yolanda Trevino (HHSA)

25 years

Daryl F. Johnson (Assessor)
Gary A. Cantrell (Sheriff)
James D. Cook (Sheriff)
Miliss A. Hinshaw (Sheriff)
Michele R. Looby (Sheriff)
Joseph M. Lucero, Jr. (Sheriff)
Frank M. Nunez (Sheriff)
John E. Pollak (Sheriff)
Jeff B. Dusek (District Attorney)
A. Craig Rooten (District Attorney)
Lynne J. Diamond (Housing & Community Development)
Nancy E. Angelo (Planning & Land Use)
Carol J. Judkins (HHSA)
Pamela K. Leake (HHSA)
Edward J. Reiger (HHSA)
Norma A. Pearman (Superior Court)
Nancy J. Strong (Superior Court)
Neil R. Tabachki (Superior Court)
Barbara Williams-Brindell (Superior Court)

20 years

Garian Damron (Assessor)
Marivic C. Reyes (Assessor)
Lawrence W. Carlisle (Sheriff)
Oscar Escobedo (Sheriff)
Roy W. Heringer (Sheriff)
David E. Martinez (Sheriff)
Ann H. Barber (District Attorney)
Victoria Desimone (District Attorney)
Mark S. Meyer (District Attorney)
Gayle L. Rolan (District Attorney)
Leticia Bravo (HHSA)
Delores Buergey (HHSA)
Larry L. Jacobson (HHSA)
Helene Ochsner (HHSA)
Evelyn V. Oropilla (HHSA)
Heidi J. Staples (HHSA)
Caroline A. Tirona (HHSA)
Susanne Anderson (Superior Court)
Mary K. Bailey (Superior Court)
Susan Esqueda (Superior Court)
Judy S. Kelling (Superior Court)
Dollie Wilson (Superior Court)

In Memoriam

The San Diego County Employees Retirement Association reports that the following retired employees recently passed away:

Dorothy L. Abner (Assessor)	1/20	Gerald W. Maddy (Probation)	12/23
Max J. Bailey (Transportation)	11/15	Mary A. Maniscalco (Library)	1/08
Larry J. Brimm (Social Services)	1/08	Dorothy H. Mayo (Justice Court)	1/18
Robert Carver (Health Services)	1/23	Dolores N. Montejano (Environmental Health)	12/07
Muriel L. Chandler (EDP Services)	1/08	David C. Pritchard (Welfare)	1/22
Noel G. Coath (Social Services)	1/29	Howard E. Roberts, Jr. (Sanitation & Flood Control)	1/19
Eethyle C. Ford (Municipal Court)	1/22	James C. Roth (General Services)	12/20
Charles Fowler (Public Works)	1/17	John L. Sands (Public Works)	1/24
William G. Freed (Sheriff)	1/25	Mary E. Spohr (Public Health)	1/20
Mary E. Gaupp (Health Services)	12/11	Denise M. Trimmer (CAO)	12/14
Nathalie L. Hall (Social Services)	1/15	Norman D. Vandervort (Transportation)	1/20
Dolores Harding (County Clerk)	12/31	Francis M. Ward (Municipal Court)	1/01
Glenn E. Hellyar (Welfare)	12/17		
Augusta T. Leffler (Edgemoor Hospital)	1/13		

Retirements

The San Diego County Employees Retirement Association reports the following employees recently retired:

Audrey M. Charbarneau
Anne R. Davidson
Charles Fowler

Frank F. Gill
Christian H. Lang
Daryl Meech

Cynthia Reynolds
Richard W. Waldrip

AWM Breaks Record on CECO Donations

At its annual staff meeting, the Department of Agriculture/Weights and Measures continued its tradition of holding a raffle to benefit the County Employees' Charitable Organization (CECO). This year's raffle raised a record breaking \$1,018 for local charities. Items were donated by staff and local businesses, which have been very generous in their support. Thank you to everyone for showing you care about our communities.

Colleen Carr (center) of Agriculture, Weights and Measures presented her department's donation to CECO's past Treasurer Ernie Cardoza and past president Vickie Velasco.



Co-Op Toastmasters Marks 30 Years

The County Operations (Co-Op) Toastmasters Club #1125 celebrated its 30th anniversary in February.

"It's been in existence all that time," said Jean Anderson, who has been in the club approximately 20 years. Other County Toastmasters clubs have met over the years, but the Co-Op club for 30 years has met consistently at noon in a number of places, including Building 1 and at Ruffin Road, at the Registrar of Voters, and Disaster Preparedness—most always in a county facility.

Participants praise the valuable contribution that Toastmasters makes to the performance of County employees.

"We all benefit," Anderson said. "And it doesn't cost that much!"

She cited a recent article on training for city planners on how they can spice up their presentations at a cost to the city of almost \$7,000. The article concluded people should make the next step: Toastmasters.

The Co-Op Toastmasters is one of 45 noon-time clubs in operation around the county. "You have to be very organized

and get everything done in an hour," Anderson said. "Each program manager has to be aware of time."

Co-Op Toastmasters welcomes guests every Tuesday at noon in Building 2, Room 110 (Real Property conference room), 5555 Overland Ave. A fun, low-cost communication activity provides training to:

- Learn by speaking to groups
- Work with others in a supportive environment
- Practice conducting meetings
- Give impromptu and prepared speeches
- Offer constructive evaluation
- Build leadership skills
- Effectively communicate ideas and information
- Deal better with fellow employees and customers.

Toastmasters training has benefited more than three million men and women of all ages and occupations around the world, in more than one thousand corporations, community groups, universities, associations and government agencies.

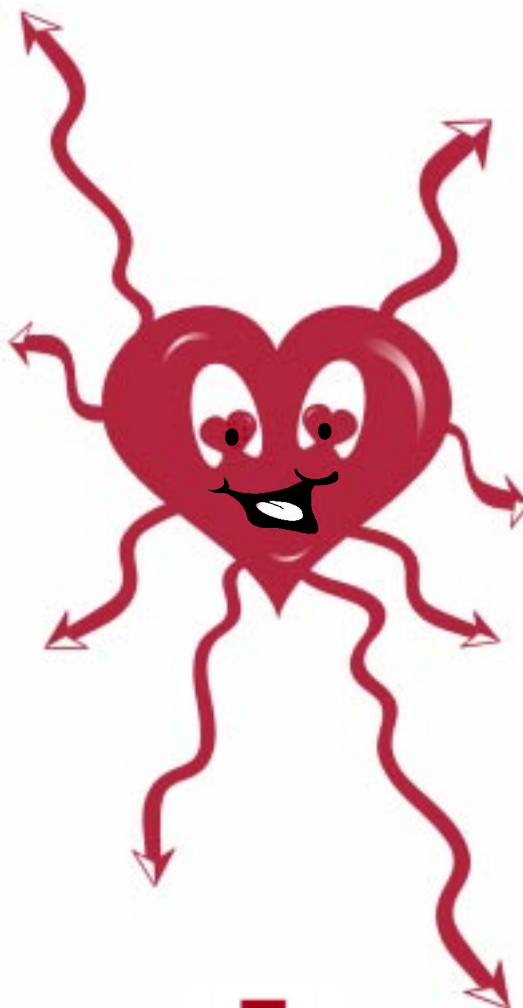
For information, contact Paul Emus at (858) 694-2013.

County News Extra includes expanded information about and for County employees. If you have something you'd like considered for either *County News* or *County News Extra*, please contact the newsletter editor at (619) 595-4632 or e-mail at rcarmich@co.san-diego.ca.us. Items can also be faxed to (619) 595-4664 or mailed to MSA-359, Attn: *County News*.

SAN DIEGO COUNTY EMPLOYEES

2002 Blood Drive April 2-25, 2002

**San Diego
Blood Bank**
Saving Lives Since 1950



**American
Red Cross**

Tuesday, April 2
7:30 a.m. – 4:30 p.m.

County Operations Annex, Ruffin Rd.
Public Administration Warehouse
Contact: Susan Vaughn
(858) 694-2954

Thursday, April 4
8 a.m. – 1:00 p.m.

South Bay Regional Center Bloodmobile
Contact: Lynn Deboo
(619) 691-4963

9:00 am – 2:30 pm

North County Regional Center
Courthouse Parking Lot
Contact: Rowena Noriega
(760) 806-6082

9:00 am – 2:30 pm

H.H.S.A. Mission Valley
7947 Mission Center Ct.
San Diego, CA 92108
North Parking Lot
Contacts: Judith Edwards
(619) 767-5263
Marty Smith (619) 767-5050

Thursday, April 11
8:30 a.m. – 1:30 p.m.

H.H.S.A. Linda Vista, Parking Lot
6950 Levant St.
San Diego, CA 92111
Contact: Luisa Roberts
(858) 694-5275

9:00 am – 2:30 pm

County Administration Center
Room 302 & 303
Contacts: Jackie Collins
(619) 595-4680

10:00 am – 3:00 pm

H.H.S.A. Rosecrans
Coronado Room
Contact: Ruth Molly
(619) 692-5785

10:00 am – 3:00 pm

H.H.S.A. Escondido
463 Midway, Parking Lot
Contact: Kim Forrester
(760) 740-4240
Marion Jones (760) 739-6089
Danielle Wisdom (760) 739-6025

Friday, April 12
7:00 a.m. – 5:00 p.m.

East County Regional Center
Bloodmobile
Contact: Melissa Bodtke
(619) 441-6751

Tuesday, April 16
10:00 am – 3:00 pm

Juvenile Probation Center, Parking Lot
2901 Meadowlark Dr., SD
Contact: Maureen Connelly
(858) 514-3212

Thursday, April 18
8:30 am – 1:30 pm

H.H.S.A. Chula Vista
690 Oxford St., Front Parking Lot
Contact: Kae Quentin
(619) 409-3242
Marisa Favila O'Neil (619) 409-3282

8:00 am – 1:00 pm

H.H.S.A. Oceanside, Parking Lot
1315 Union Plaza Ct.
Contact: Julie Bagley
(760) 754-5753

Tuesday, April 23
10:00 am – 3:30 pm

James R. Mills Building
Loading Dock
Contact: Julie A. Smith
(619) 338-2708

12:00 pm – 4:30 pm

H.H.S.A. Lemon Grove
Family Resource Center, Parking Lot
Contact: Kurt Sommers
(619) 668-3846

Wednesday, April 24
11:30 am – 4:00 pm

Edgemoor Hospital
Admin. Parking Lot
Contact: Tiffany Johnson
(619) 956-2800
Kris Hoganson (619) 956-2811

Thursday, April 25
7:00 am – 5:00 pm

County Courthouse
1301 Front St.
Marshal's Traffic Circle
Contact: John Loibl
(619) 531-4141

T-shirt Design Contest

The March of Dimes, Team County is having a T-shirt Design Contest for our team T-shirt to be worn at the WalkAmerica event in April. The person with the best design will win \$100, and their T-shirt design will be immortalized as the County's team logo for the WalkAmerica event. The designed T-shirt will be sold to help raise funds for the WalkAmerica event.

Guidelines for the Contest:

1. The contest is open to all County employees.
2. The design must be on an 8-1/2" X 11" paper with no more than 3 color combinations.
3. Please indicate your name, Mail Station, and work number on the backside of the design. Designs must be submitted by Friday, March 22, 2002 to:

Ron Kelley
Community Services Group
Mail Station: A-6

4. The T-shirts will be judged on color, originality, and incorporation of this year's theme: "Wild, Wild West."
 (Please, no guns or knives.)



Our Chief Administrative Officer, Walt Ekard, and the March of Dimes Group Coordinators will meet to select the winning T-shirt design, and a winner will be announced on Friday, March 29, 2002, and awarded a \$100 prize. So join in on the fun, show your originality and support for this worthy cause.

If you should have any questions regarding the contest, please contact Ron Kelley by email at **RKELLECH.**